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ABSTRACT

The document provides names of participants, a meeting agenda, and a record of proceedings of the Inter-Agency Employment Meeting held in Window Rock, Arizona, on April 15, 1970. Representatives of various agencies concerned with the problem of Navajo Indian employment (e.g., the Arizona State Employment Commission, Bureau of Indian Affairs, and Navajo Tribe) discussed such problems as employment, health, education, housing, and industry on the Navajo Reservation. (EL)

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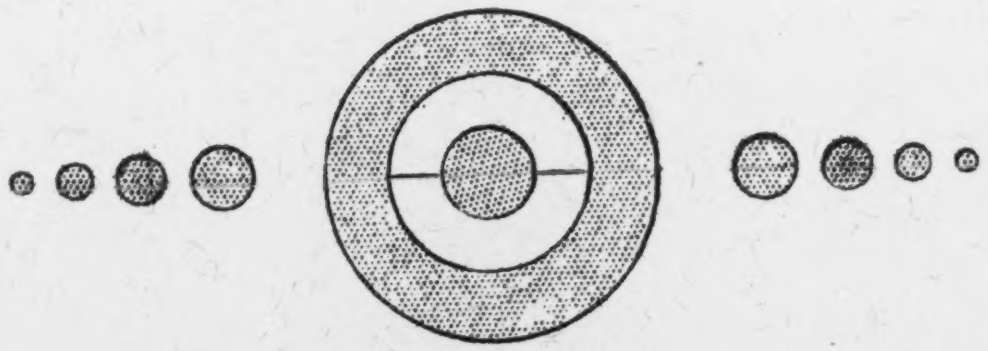
1970
INTER-AGENCY EMPLOYMENT MEETING
(NAVAJO)



APRIL 15, 1970

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ARIZONA COMMISSION OF INDIAN AFFAIRS

RC005363

INTER-AGENCY EMPLOYMENT MEETING

(NAVAJO)

PLACE: Window Rock Motor Inn
Window Rock, Arizona

A G E N D A

DATE: April 15, 1970

Sponsored by the Arizona Commission of Indian Affairs - Charles Gritzner - Moderator.
HOST: Bureau of Indian Affairs, Navajo Area, Window Rock, Arizona
Mr. Mark LaFollette, Employment Assistance Specialist

9:00 - 9:15 A.M. Welcome Address - Raymond Nakai, Navajo Tribal Chairman

9:15 - 9:30 A.M. Progress report on Arizona Commission of Indian Affairs since inception - Charles Gritzner

9:30 - 12:00 Noon General reports from the following (15 minutes time limit)
A. U. S. Public Health Service - Dr. George Bock
B. Arizona State Employment Service - Harold Tarr
C. General Dynamics - Ernest Galbos
D. Navajo Tribal Utility Authority - Daniel Marianito
E. FedMart - Don Gray
F. Window Rock Motor Inn - Lyle Ayers
G. Navajo Housing Authority - Melvin Gardner
H. Industrial Development - Daniel D. McDonald
I. BIA Employment & Training - S. Mark LaFollette

12:00 - 1:00 P.M. Lunch

1:00 - 4:30 P.M. General reports (Continued)
J. Apprenticeship - Tom Shirley
K. Navajo CEP - J. Maurice McCabe
L. Four Corners APS - Hubert Cocklin
M. Page Project - R. D. Johnson
N. Peabody Coal Company - Harold Combs
O. Navajo Forest Products Industries - Leigh Hubbard
P. Navajo Community College - Phil Reno
Q. Fairchild Semiconductor - Paul Driscoll
R. Labor Relations - George Myers
S. O.N.E.O. - Andrew Dineyazhe
T. Vostron - Joseph Guthrie
U. Navajo Public Service Division - Donald Dodge
V. Navajo Tribal Resources Division - Norman Bowman

4:30 - 4:45 P.M. Discussion on need for quarterly meetings

4:45 - 5:00 P.M. Procedure for follow-up on suggestions made at meetings

INTER-AGENCY EMPLOYMENT MEETING
(NAVAJO)

those in attendance:

Bureau of Indian Affairs:
Mr. Graham Holmes, Area Director
Mrs. Elsie A. Begaii, Assistant Area Employment Assistance Officer
Mr. Wilsie Bitsie, Agency Employment Assistance Officer, Tuba City
Mr. Edward Lincoln, Agency Employment Assistance Specialist, Ft. Defiance
Mr. Joe Washington, Agency Employment Assistance Specialist, Ft. Defiance
Mr. Thomas Begay, Agency Employment Assistance Officer, Chinle
Mr. Michael Smith, Agency Employment Assistance Specialist, Chinle
Mr. Danny Ben, Agency Employment Assistance Specialist, Tuba City
Mr. Dan McDonald, Area Industrial Development Officer
Mr. David S. Jollie, Area Employment Assistanne Office, Window Rock

U. S. Public Health Service:
Dr. George Bock, Area Director, U. S. Public Health Service

Navajo Tribe:
Mr. Edward McCabe, Director, Tribal Administration
Mr. Elmer Lincoln, Supervisor, Tribal Welfare Section
Mr. Frankie Marianito, Director, Tribal Personnel
Mr. Albert Pioche, Asst. Director, Tribal Personnel
Mr. Tom Shirley, Coordinator, Tribal Apprenticeship Office
Mr. Melvin Gardner, Director, Tribal Housing Authority
Mr. George Myers, Labor Relations Representative, Navajo Tribe

Arizona State Employment Service:
Mr. Harold Tarr, Field Supervisor, Phoenix
Mr. Fred Lynde, Manager, Winslow Office
Mr. James Smith, Manager, Flagstaff Office

Arizona Commission of Indian Affairs:
Mr. Charles Gritzner, Executive Secretary (Moderator)

Industries & Enterprises:
Mr. Don Gray, Manager, FedMart Stores, Window Rock
Mr. Robert Katson, Owner, Window Rock Motor Inn
Mr. Ernie Galbos, Public Relations, General Dynamics, Ft. Defiance
Mr. Ernie Bowman, Personnel Assistant, Fairchild Semiconductor, Shiprock
Mr. Joe Guthrie, Manager, Page Facility of Vostron, Page, Arizona
Mr. Hubert Cocklin, Manager, Arizona Public Services, Farmington
Mr. Daniel Marianito, Personnel Manager, Navajo Tribal Utilities Authority, Fort Defiance
Mr. Tom Nelson, Jr., Apprentice Coordinator, Navajo Tribal Utilities Authority, Fort Defiance
Mr. R. D. Johnson, Plant Superintendent, Page Project, Phoenix
Mr. Leigh Hubbard, Asst. to General Manager, Navajo Forest Products Industries, Navajo

Other Guests:
Mrs. George E. Bock, Volunteer Service (Military), Window Rock
Mr. Morrell Sexton, Program Director, Western Apprenticeship Program, Phx.
Mr. Phil Reno, Navajo Community College, Many Farms, Arizona

Other Guests (Continued):
Mr. James Roanhorse, Navajo Community College, Many Farms
Mr. Dan Grain, Navajo Community College, Many Farms
Miss Lorie Cody, Navajo Community College, Many Farms
Mr. Emery McCabe, Navajo Community College, Many Farms
Miss Darlene Lee, Personnel Clerk, Office of Navajo Economic Opportunity
Fort Defiance

* * *

Miss Elsie Begaii, Assistant Area Employment Assistance Officer, called the meeting to order at 9:15 A.M. Mrs. Begaii thanked the group for coming and expressed Mr. LaFollette's regrets for being unable to attend.

Mr. Gritzner introduced Mr. Edward McCabe, Tribal Administration Director, representing Mr. Nakai, who too, was unable to attend the meeting, as he was called to Washington, D. C., to testify before the Senate Appropriations Committee on behalf of the Navajo Indian Irrigation Project.

Mr. McCabe: Welcomed all in attendance to Navajoland. He expressed his appreciation for efforts made in behalf of the Navajo people to induce private industries in locating on the Navajo Nation to provide employment for the unemployed. He stated that the Navajo Tribe has enjoyed success thus far and is encouraged with the many inquiries received to locate in Navajoland. The Navajo Tribe is looking forward to the day when all Navajos can be gainfully employed.

Mr. Gritzner: For those in attendance for the first time, he stated the purpose and creation of the Commission. He stated, the Commission was created by the State Legislature in 1953 under the administration of Governor Pyle. The purpose was to find the problems existing among the Indians and relate these problems to the Governor, who, in turn, held meetings with all tribal leaders and the Commission to see if the problems could be solved. Since 1960, the duty of the Commission has been to go to the Indians and discuss with their leadership the problems existing. As years went on, more and more, it became the Indians' Commission. The Chairman of the Navajo Tribe recently wrote a letter commending the efforts of the Commission in trying to help Indians in the State of Arizona regarding their employment problems. Mr. Gritzner read a letter written to Chairman Nakai regarding the Commission's work dated August 26, 1968.

Mr. Gritzner went on to say that seven meetings of this particular group had been held and considerable cooperation has been received from the participants. Mr. Gritzner's personal feeling are, that getting together occasionally to discuss big and little problems is of great value.

The next item on the Agenda was a report from Dr. Bock, U. S. Public Health Service.

Dr. Bock: Stated that those in attendance were invited to tour the new offices now housed at the Motor Inn. He explained that they had occupied the "old school house" since 1955 and that this was an improvement over the old facilities.

Dr. Bock stated that everyone is in favor of additional industries locating on the reservation to raise the economic level of the people. He said that the

Public Health Service is trying to solve the health problems on the reservation with the staff they now have. There is a definite need for additional positions within the Public Health Service; however, because of position ceilings being maintained by the government, no additional positions can be programmed. He stated that they now employ 1,270 people. Of this, 61% are Indian--49.9% of this total are Navajos. More people in the health fields are needed as well as additional health facilities but congressional backing - support is necessary. If pressure could be put on the congressional delegation and action taken regarding the additional facilities needed on the Navajo Reservation, many of the Navajos now in positions established could be upgraded. Dr. Bock commented on the present industries now on the reservation. He stated that more industries such as Fairchild, General Dynamics, etc., should be recruited to move to the Navajo Nation. He mentioned that "clean' industries would be welcomed, as Navajoland is still one of the nation's cleanest spots, what with all the pollution in the United States.

Dr. Bock briefly mentioned the training programs set up by Public Health. He mentioned the programs now underway at the Gallup Hospital. Every effort will be made to place all those trained at the facilities in Gallup in Public Health positions if and when they are available. The instructors at Gallup are very pleased with the caliber of students now in training. Dr. Bock stated that more trained Practical Nurses and Public Health Field Health Nurses badly needed not only on the Navajo Reservation but all over the world.

He stated that they are in the process of establishing training for sub-professional personnel as there is a great demand, especially on the reservation. Trained sub-professional staff would free the professionals to do the work they are to do. Dr. Bock said that with the staff on the Navajo Reservation, they were able to run a pretty good health service. Most of the physicians stay for two year periods, 75% stay more than two years. At the present time on the Navajo Reservation, there are 102 physicians. We need 179 physicians to effectively run our facilities, but the powers to be prevent us from having the 77 additional physicians.

Dr. Bock, in closing, again invited the participants at this meeting to tour the new offices located at the Motor Inn.

Mr. Harold Tarr, District Supervisor (Arizona State Employment Service): He stated that as far as the Employment Service Office was concerned, a lot had been accomplished as a result of the open and frank meetings held and moderated by the Arizona Commission of Indian Affairs. Mr. Tarr said that all participants have come to an understanding and better communications have been established. He went on to say that this group contained the nucleus who could apply pressure in many ways.

Employers and availability of jobs and housing are the main problems on this reservation. Training programs could be made available by various departments if proper authorities in Washington, D. C. could be alerted. He mentioned that the Department of Agriculture's funds could possibly be tapped for the Navajo Reservation. The Department of Commerce also has sources of training funds. Mr. Tarr urged all those present to do whatever they could to make sure proper sources are contacted to assure that the Navajo Reservation is getting all training made available to them.

Dr. Bock asked if Navajo veterans could be trained through established training programs. He showed an example of a Sergeant he knew who had training to treat emergencies but lacked the knowledge of a professional. The man has the desire to learn more about medicine--he learned what he knows in Vietnam by running a 21 bed hospital treating emergencies. Dr. Bock stated that Public Health Service could not hire him; however, with proper and further training in addition to what he already knows, they could hire him eventually. Dr. Bock mentioned that his wife, who was present, had been working with GI's and veterans on a voluntary basis and is pursuing means for further education after they complete their service time. Dr. Bock urged those who were in positions to assist the veterans to do so wherever possible.

Mr. Tarr briefly described the functions of CEP on the Navajo Reservation. He stated that their training consists of providing basic education and the orientation to the world of work for those participating in this program. The problem with this program is the inability to find jobs for those trained. Most usually they end up more frustrated than before. Everything possible should be done to place the trainees in jobs upon completion of their CEP training.

Mr. Tarr stated that MDTA funds are available for training. An airline company is also wanting to train at least five pilots but funds are needed for the training of these pilots. He further stated, that if all those interested in training could work together in the same direction, much could be accomplished. He stated that may be a study could be prepared on the types of training needed for jobs already available. The State is concerned with the well being of the Navajos as well as other Indians in the state.

Mrs. Bock asked if money is available for training of the visually impaired people. Mr. Tarr said that the State Department of Vocational Rehabilitation would take care of such cases.

Mr. Elmer Lincoln, Representing Mr. Donald Dodge, Director (Public Services Division, Navajo Tribe): Asked what the figures of unemployment were for the Four Corners Area. He said that some one mentioned that the rate of unemployment in Arizona was 2.9 as compared to the national rate of 4.6. He went on further to state that 32,000 Navajos were unemployed, which is about 65% to 75% unemployed Navajos. He felt something should be done about this.

Mr. Ernest Galbos, Public Relations Representative (General Dynamics Corp.): Said the corporation started about three years ago at their present location in Fort Defiance. To date, 220 employees are at this facility, 23 of which are non-Indian. At one time, 250 employees were on the payroll but because of attrition, have come down to 220. No serious problems have been encountered with personnel. The quality of work put out has been high and General Dynamics is very proud of the work performed by the employees. All schedules of production have been met so far. Mr. Galbos told of the benefits available for the employees--3 days of sick leave per month are allowed; holiday benefits will be increased shortly; profit sharing stock plan is also available to those interested but not very many take advantage of the plan; however, he felt that eventually they would.

Mr. Galbos was asked if most of those employed are heads of household. He replied yes, and also said that 17% to 18% are unmarried or single, making 90% heads of household.

Mr. Daniel Marianito, Personnel Director (Navajo Tribal Utilities Authority): He told of their existence for the past nine years. Up until April 1966, the utility was part of the Tribal Departments. The Tribal Council decided to establish NTUA as an enterprise and it has been an enterprise for the last four years. Utilities furnished by NTUA are gas, water, electricity and sewer to most parts of the Navajo Reservation. Plans are being made to serve the entire reservation, including the remote areas. At present, NTUA has offices in Shiprock, Kayenta, Chinle and Window Rock (serving as headquarters). There is a small sub-office at Tuba City. Mr. Marianito said that jobs are becoming more and more complicated requiring more technical skills, which many Navajos lack because of education. NTUA is looking for men who have training in engineering, requiring a math background. He mentioned that they implemented their own training program for their employees for upgrading purposes. He said that they have need for trained transformer repairmen and are unable to fill these positions. They must take what personnel they have now and send them off to school to be trained. At the present time, the NTUA has two young men going to school in Rhode Island. NTUA is proud of these two boys as they came out second and third in their class of 20 young men. He used this as an example that there are young men who are capable of learning and doing the work if you can get them to use their capabilities. Many of the NTUA personnel are not high school graduates but we have encouraged them to take advantage of the adult education classes conducted in the area. Many are doing so on their own time, since NTUA is not forcing them into the classes. Mr. Marianito reported that the turn out was good as far as adult education is concerned at the Window Rock office.

Mr. Marianito stated that of the 205 presently employed by NTUA, 90% are Navajos. NTUA expects to move their total employment up to 250 within the next year. He requested the assistance of other agencies concerned with training facilities so that they may take advantage of opportunities available for the training of their personnel.

Mrs. Bock asked what the chances were for ex-servicemen to obtain employment with NTUA. Mr. Marianito stated that they do give preference to veterans and asked Mrs. Bock to provide him with a list of names and the occupations desired. He stated that giving preference to veterans was not a written policy for NTUA; however, he personally feels that every effort should be made to obtain jobs for veterans. Mrs. Bock said she would give Mr. Marianito a list as soon as possible.

Mr. Marianito stated that NTUA is trying to help attract industry as well as provide employment and improve the standard of living. Mr. Marianito then introduced Mr. Tom Nelson, Jr., who was recently hired by NTUA to handle apprenticeship and training for the enterprise.

Mr. Nelson: Stated that NTUA felt the need for training of their employees and the upgrading of the present employees. To do this, their training program is two-fold: first, upgrading of present employees by in-service training; and second, by providing in-plant apprenticeship training. He stated that they have also worked out the adult education program, mentioned by Mr. Marianito, between the Arizona State Employment Service, Arizona Public School System, and Bureau of Indian Affairs. So far 31 of their employees are enrolled in the adult education program at Window Rock; 22 in Shiprock and 15 at Kayenta.

The in-plant apprenticeship started about two years ago but along the way was bogged down. Mr. Nelson said they will begin again this month with about eleven in training. As results are obtained, this information will be provided to those interested. Mr. Nelson thanked the group for allowing him to furnish this information.

Mr. Don Gray, Store Manager (FedMart Stores, Inc.): A brief resume was given as to how FedMart got started. They began their first operation in San Diego in 1954 and are now operating 41 stores in California, Arizona, New Mexico, and Texas, with two warehouses, one in Anhiem, California, and Houston, Texas. The FedMart Store in Window Rock has been here since November 1968. This store, has been surpassed by only one other store and that, too, is in Arizona-Tempe. The store at Window Rock is number 2 in sales. At the present time, there are 60 employees of which 68% are Navajos. Mr. Gray predicted that within the next year to 18 months, this percentage would increase to 80% being Navajos. He mentioned that benefits available to their employees are no different from other FedMart stores. The pay scale is also the same. He stressed that FedMart takes pride in giving customers low prices and paying top wages to its employees. FedMart's goal is to train Navajos to take over this and upcoming stores eventually.

Mr. Robert Katson, Owner (Window Rock Motor Inn): Welcomed all to the newest enterprise on the Navajo Reservation. He said they have about 52 Navajos now in their training program. At the peak of employment there were 57 employees and has dwindled down to 40 now. He feels that the Motor Inn has gotten off to a good start and they have received many nice comments from tourists. Mr. Katson praised the Fort Defiance Employment Assistance Office for their cooperation and efforts in the recruitment of highly qualified people. He also thanked the Industrial Development Office of Window Rock for their splendid cooperation in getting this business established on the Navajo Reservation.

Mr. Wilsie Bitsie, Agency Employment Assistance Officer of Tuba City, asked if there was a "charm" school available to train their personnel. Mr. Katson said that they try to teach the young ladies on the job regarding charm tactics.

Mr. Melvin Gardner, Director (Navajo Housing Authority): He gave a very brief report on the Housing Authority's operation. He stated that the Tribe authorized the operations of a Housing Authority in 1963; however, it did not get underway until recently. This authority is under the Department of Housing and Urban Development and provides low-income housing on the Navajo Reservation. Mr. Gardner stated that although all housing needs are not met, it is rewarding to see all the new units going up reservation-wide. The Mutual Self Help Housing is getting off to a good start. This program is on an ownership basis as compared to low rent housing being rental basis only. The Housing Authority operates with a Board of Directors authorized by the Navajo Tribal Council. At the present time, there are approximately 1,000 units on the Navajo Reservation with a staff of 25 employees who work for the authority, which is considered limited. The ratio for the maintenance of these units is about 1 man to every 60 units while the national ratio is about 1 man to every 50. The authority has six field offices at the present time--no locations were mentioned. The central office is located at Window Rock with five people employed. We always like to see the construction of new units Mr. Garnder said, as it provides for the employment of Navajos. The Authority's main concern is that the housing needs of all cannot be met.

Mr. Gardner said that opportunities for the training of employees working for the authority were limited due to funds for such purposes; however, every effort will be made to train employees with outside experts who would come to the authority instead of sending their employees off-reservation.

Mr. Tarr asked if there were any possibilities of getting leases to those industries needing to house employees on the reservation. Mr. Garnder stated that to his knowledge there were no such agreements entered into as yet; however, this may fall into the frame work of the Tribal Economic Development Office and B.I.A.'s Industrial Development Office.

Mr. Harold Drake, Chairman of the Tribal Relocation Committee, felt that the authority's board of directors should not be political appointments. He felt that they were political appointments and as a result, those on the board were the only ones who benefitted by housing established in their areas.

Mr. Gardner replied that he had no authority to tell the board what to do, they were his bosses. Mr. Drake stated that he was not the only one with this opinion.

Another question came up with regard to housing of employees employed by General Dynamics, Fairchild, etc. Mr. Thomas Begay, Chinle Agency Employment Assistance Office, asked why these industries did not provide housing for its employees. Mr. Galbos, General Dynamics representative, replied that upon negotiating with Tribes, the Navajo Tribe stated they had sufficient labor in this area who did not need housing; however, it was agreed that housing for management would be provided by the Tribe.

The meeting adjourned for lunch at 11:30 A.M..

Reconvened at 12:45.

Mr. Dan McDonald, Area Industrial Development Officer (Industrial Development): Stated that the Bureau's Industrial Development Office is always searching for industries who are interested in coming to Navajoland. He briefly outlined the industry outlook. He stated that most industries are looking to the southwest part of the country. All types of industries are involved. The problems of concern to industries in urban areas are: labor problems; congestion in cities; lack of proper industrial sites, etc. He said that the Navajo Reservation has priority since it has a good labor force. He mentioned some of the types of industries wanting to move here: manufacturing of military vehicles, household appliances; manufacturing of boats, snow mobiles, and many more. According to the Navajo Tribal Economic Development Office, there are some 20 to 40 prospects and most of the prospects are big manufacturing firms, nothing small. Mr. McDonald stated that everything possible should be done to help these firms establish themselves on the reservation. The problems of housing, transportation, etc., will have to be worked out.
Mr. McDonald was confident that Navajos could be trained to do any type of work and that plants locating here would and could compete with other industries in urban areas. The Navajos can be proud of their operations and accomplishments, Mr. McDonald concluded.

Deviating from the Agenda, Vostron Industries was next on the Agenda. Mr. Joe Guthrie, Plant Manager, Page Facility, briefly stated their present operations.

Mr. Guthrie said their aim is to provide employment opportunities to Navajos in the Page area. Presently, Vostron is in the process of making 1,000 motor cycle seats a day. They also have an order to build boat seats. Additional building space was recently acquired for the manufacturing of boats, which will start shortly. The latter part of the year, we will be manufacturing at least 1,400 snow mobiles.

Mr. Guthrie outlined their fringe benefits. After one year of employment - one week of vacation is allowed; two years' employment - two weeks vacation. Stock purchase plan is available to employees; however, this is not going too well due to obligations already established. The total employed at Vostron is 45, all of which are Navajo with the exception of four employees. At the present time, Vostron has one Navajo supervisor, with more being trained.

Mr. Tom Shirley, Apprenticeship Coordinator for the Navajo Tribe (Apprenticeship Program - Navajo Tribe): He stated he was late in getting to the conference because of their office moving to another location, that location being at the Window Rock Lodge. He brought those in attendance up to date regarding the apprenticeship program on the Navajo Reservation since its inception in 1964. To date, there are 95 apprentices in the program. He said that the Navajo Reservation was fortunate in having an Apprenticeship Training and Advisory Committee of 24 members who assist in ironing out problems which exist from time to time. This committee consists of 6 members from New Mexico, 6 from Arizona, 6 members from Navajo Tribal organizations, and 6 from the State of Utah (this group just became members in January 1970). Quarterly meetings of the committee are held at various locations for the purpose of making plans and promoting apprenticeships.

Mr. Shirley said that with the aid of the Navajo Area Employment Assistance Offices, reservation-wide, progress has been seen. At the present time, there are at least 50 apprentices being indentured in the Four Corners area alone. There are 300 or more apprenticeable trades in various crafts. Primarily, we are working with the building and construction crafts. While on apprenticeship training, military deferments can be obtained for the trainees. Mr. Shirley then called on Mr. Morrell Sexton, Program Director of the Western Apprenticeship Program, to give further information regarding his part of the program.

Mr. Sexton: Said his program and travel was throughout the State of Arizona. Many visits are made to the schools, talking to students about apprenticeship programs. In the past experiences of this program, Mr. Sexton noted, that most of the applicants tested for apprenticeship training lack basic remedial math and emphasis in talking with school counselors, has been placed on this particular subject. Another subject that should be stressed is English. Mr. Sexton felt that without these two subjects, it is impossible for anyone to take the test successfully, which is a requirement of the program. He also said that all apprenticeship applicants must be high school graduates or must have taken and passed a GED, which is an equivalent to being a high school graduate. Mr. Sexton said that the outlook for apprenticeship is good since the Department of Health, Education and Welfare is anticipating many new health facilities to be constructed. Special provisions will be made in the contracts, especially those to be constructed on Indian reservations, to give Indians preference in all apprenticeable jobs.

Mr. David S. Jollie, Area Employment Assistance Programs Officer (B.I.A. Employment and Training): As host of this meeting, he thanked all those who were able to attend. For those who had never attended the meetings before, he briefly described the functions of the Employment Assistance program and where the offices are located. New sub-offices have been established this fiscal year at Farmington, New Mexico and Kayenta, Arizona. These offices are under the jurisdiction of Eastern Navajo and Tuba City Agencies, respectively. A new field office is to be established in Salt Lake City. The sub-offices are in operation at this time. The Salt Lake City office will open some time after the first of the FY 1971. The Area Office is presently in the process of obtaining management training for all personnel under Navajo Area Office jurisdiction. With this added training, our hopes of getting additional staff members, the Employment Assistance Offices will be better able to assist all those participating in our program.

Mr. Jollie mentioned the within area training program's success as most individuals want to remain at home for training rather than leave home. The first graduates were from the Public Health facility in Gallup. Our next graduates will be in August 1970 from the X-Ray Technology course in Gallup. This course started with eight, out of this group, seven will graduate. All graduates of this class have been offered employment at various Public Health installations. Prior to their graduation, students will go to on-the-job in Albuquerque with two hospitals, St. Joseph's and Bernalillo County Medical Center. The facilities both would like to employ Navajos.

Mr. Jollie briefly mentioned the Job Development proposal which the Navajo Tribe will soon establish with the aid of Employment Assistance funds. This program will primarily be in the field of finding employment for Navajos so as to have jobs available for those graduating from various training programs such as ours. As progress is made with this new program, all interested persons will be informed.

The statistics for Navajo Area Employment Assistance were given as follows:

(As of July 1, 1969 through the present time)

607 AVT
333 DE
594 OJT
430 Job Placements locally
49 Job placements funds
A total of 2,013 assisted to date.

Mr. Hubert Cocklin, Representative from Phoenix (Four Corners Arizona Public Service): A brief resume of progress to date was given. There are 200 employees at Utah Construction Co., 60% of which are Navajos. The work is very complicated so the caliber of employees must be very good as far as Arizona Public Service is concerned. Certain skills are required in electronics and the best qualified, the company has found out, are those of high school and college with a background in math. On-the-job training is available for employees. The company has hired Employment Assistance trained welders. Mr. Cocklin said that they preferred to hire people of high intelligence who have the ability to make decisions under pressure. In making our decisions as to who is hired, various tests are used such as intelligence, clerical and machine apptitude. Many Navajos, Mr. Cocklin said, do not pass the intelligence test due to the lack of English. The machine apptitude test is a must,

to determine the mechanical abilities of applicants. If they do not pass this test, they cannot be hired as it is very difficult to train people in the area of work we are doing if they are not mechanically inclined. At the present time, we have some employees who are almost ready to become journeymen operators. These are men who have been with our company for seven years or more. The company requires that all those interested in apprenticeship must be employed with them for at least one year or more - this way the company knows they are going to stay. The training of operators has not been much of a success but there is such training available for company employees. Mr. Cocklin felt that much of this was due to the fact that the men in the training positions are full time; however, the company is getting men to handle training only.

All in all, Mr. Cocklin said they feel Navajos make good employees. He said the main problem seems to be that of not showing up for work nor calling in. The past six months, the company has had 17 of these absences.

Various questions were asked of Mr. Cocklin. One question was if there was a possibility of waiving the intelligence test used to screen employees. Mr. Cocklin stated this could be done. Another was asked by Mr. Sexton as to whether an apprentice could be hired as a helper. Mr. Cocklin answered yes, with the exception of linemen. There was a question as to where recruitment is done in hiring applicants or employees for this firm. Mr. Cocklin stated that the various agencies are used such as Navajo Personnel Office, B.I.A., and the local State Employment Offices. No recruitment is done through high schools. Mr. Bowman, representative of Fairchild, asked if there was any agreement with colleges or universities to hire graduating Navajos in the engineering categories. Mr. Cocklin said no, but it could probably be worked out. He did mention, however, that they hired one Navajo boy last summer who had engineering. He also stated that they presently have one Navajo, Eugene Price, who is an electronic engineer on their staff.

Mr. Dean Johnson, Superintendent (Salt River Project): Reported on their status to date. The project is located at Page, Arizona and construction has just begun or will begin sometime next month. It is to be completed some time in 1974. Mr. Johnson said there will be apprentices hired for the work as well as students who would work in the summer time. It is the desire of this project to hire as many Navajos as possible to be permanent employees. All those hired will be trained in Phoenix by the project. Mr. Johnson agreed that projects of this type need highly trained people who can be depended upon. Mr. Johnson said that he would be in touch with this group when the project is underway.

Mr. Leigh Hubbard, Assistant to General Manager (Navajo Forest Products Industries): He reported that for the past month and a half, NFPI has been in the process of trying to get people to "take notice" of the community of Navajo, New Mexico. Mr. Hubbard said that NFPI is proud to take an active part in the progress of the town. A building complex is being constructed to house the following: cafe, beauty shop, post office, concession stands, conference rooms, recreation area, etc..

To date at NFPI, there are 388 employees of which 32 are non Navajo. In 1962, NFPI had a total of 350 employees of which 64 were non Navajos. As one can see, NFPI has done its part in providing employment for Navajos. The plan of

operation calls for the training of Navajos who would eventually take over its operations, and this is what is being done now. Most employees are trained on the job with the aid of BIA's Employment Assistance on-the-job training program. Other training programs have been used also, ARA (Area Redevelopment & Training Act), MDTA, etc.. As is true in other industries on the reservation, we have had problems with dependability etc.; however, it is gradually decreasing. With continued effort, we hope this will eventually be eliminated. Mr. Hubbard stated that when going through the shops and seeing employees, who we thought at one time as hopeless, working and seemingly interested in doing their jobs was very gratifying. We are constantly trying to upgrade employees who have demonstrated responsibility and the willingness to work. Much has been accomplished by NFPI even though it has taken quite a bit of time, Mr. Hubbard said.

The prime concern of NFPI is the upgrading of the standard of living for its employees as well as those in the community of Navajo. Every effort is being made to bring in another source of employment for Navajos. NFPI is in the process of bringing in a manufacturing plant who would be hiring 60 to 70 Navajos making plaster board. This plant would probably be operated on a 24 hour basis, seven days a week.

Mr. Hubbard briefly mentioned that 100 additional low rent houses are needed in the community of Navajo. As always, he said, housing is the main problem for any industry moving to the reservation. The only answer here is the construction of additional low rent or mutual self help housing.

Mr. Tarr, at this time, mentioned that anyone who has not toured the facilities of NFPI should do so. His description of the facilities is "fantastic".

Mr. Phil Reno (Navajo Community College): Said that at the present time there are 330 enrolled students. About one half are in the skills training program of the college; 10 are in commercial art, there are some in drafting and in agricultural. Some 105 to 110 students will be transfering to regular colleges or universities. Scholarships have been offered from such schools as Harvard, Yale and other eastern schools; however, students are reluctant to go so far away. Scholarships to small colleges and universities are slim but we are trying to obtain as many as possible for the good students. Mr. Reno said that if anyone is interested in providing scholarships to worthy students, he would be available to meet with them.

Mr. Reno touched on the subject of employment for students this summer. He introduced the students who were present at this meeting with him. They are trying to develop jobs for students while out of school this summer. He asked the assistance of those present in developing jobs for NCC students. Mr. Reno said he realized jobs are scarce on the reservation; however, every effort should be made in developing an outlet for placing of students.

Getting back to the college, Mr. Reno stated that there are approximately 90 on their staff, half of which are Indian. Navajo economists are badly needed, he said.

Questions were asked of Mr. Reno. Mrs. Bock asked if high school drop outs were assisted at the college. Mr. Reno replied that they presently have 30 in the GED class. Mr. Sexton asked who would provide housing for summer students if jobs could be found. Mr. Reno said that they could probably stay at the school, depending on the job site.

Mr. Erwin Bowman, Representative (Fairchild Semiconductor): Was next to give details of their operations. Mr. Bowman called the attention to the display set up by Fairchild. He pointed out that they are some of the items manufactured by Fairchild. He distributed an article which recently appeared in the Business Newsweek magazine entitled "Fairchild Story".

Presently, there are 1,111 on the payroll, 32 of which are non-Indian. There are 27 Navajo supervisors at Shiprock. Mr. Bowman said they are very proud of one of their employees, Mr. Larry Sells, who was hired as a general foreman and is now in the Mountain View Office in one of the top positions. The minimum age of 18 is set for hiring of employees. The maximum is not set, however, they must be able to do the work.

Absentism rate is 6.9%; turnover rate is 2.8%. Like any other industry on the reservation, the absentism rate is gradually decreasing.

He also mentioned the machine shop which is currently under construction. This he felt was an excellent opportunity for young men who are willing to learn. This will be an apprenticeable job.

Because of attrition, Fairchild has not hired too many in the past few months; however, we will be picking up again, Mr. Bowman said.

Miss Darlene Lee, Secretary (Office of Navajo Economic Opportunity): She gave a report and stressed that ONEO is a poverty program which deals with the grassroot people. ONEO serves 102 chapters in five agencies with nine programs in use. The only training program provided by ONEO is the HITP. Under this program, there has been 880 completing the program. Miss Lee said that the only employment provided during the summer is under the NYC program. This program works with in-school and out-of-school students with a staff of 26 reservation-wide. The LCDP program, under the supervision of Mr. Vern Curtis, works with the grassroot people in determining what the community needs are. She mentioned also the alcoholism program under ONEO which helps to rehabilitate alcoholics. A new program under ONEO is the Emergency and Medical Service which is currently helping over 60 people. There are presently 3,000 people on the ONEO payroll, reservation-wide. Each program would have to describe their particular functions, Miss Lee concluded.

Mr. George Myers, Labor Relations Representative (Navajo Tribe): He talked of his office's functions. Not too many problems to date. With his assistance 95 apprentices have been indentured and will probably go over 100 this year. In the next five years, Navajos will find that many more jobs will be available for them to fill. He said, progress is slow; however, the road is clear assuming industries will relocate on the Navajo Reservation. Those on the reservation so far have found that Navajos are capable employees and are willing to learn skills and, I am sure, others will find this out.

Mr. Edward Lincoln asked what the job outlook for Navajos was. Mr. Myers replied that he could see the need for about 500 skilled workmen who could be working nine months out of each year. In the construction trades, he said, there probably will be a need for 1,200 to 1,500 skilled workers. Dr. Bock asked if the tribe would be reactivating the Design & Construction Department. Mr. Myers answered that in time he thought they would be and felt it would be most beneficial to the Navajo people.

Mr. Elmer Lincoln, Representing Mr. Donald Dodge, Director of Division (Navajo Public Services Division): Stated that in spite of all the programs on the reservation, he was totally amazed at the number of people soley dependent on the Tribe's welfare program. The cost of welfare assistance is terrific, he said. Of the 21-33 age group, he said that 31,000 needed to be retrained and upgraded. Much of the training that is going on, he felt, was in the right direction--trying to meet the needs of the people. He mentioned the two new programs which will begin in July 1970. That of the Work Incentive Program and the Job Development Program. These programs will serve the welfare type people. Both programs were made possible by the Bureau of Indian Affairs' Social Services and Employment Assistance Offices, respectively.

Mr. Lincoln's opinion was that everyone thinks the Navajo Tribe has lots of money--this is not true. The Tribe always has a deficit. It is only until recently, Mr. Lincoln said, that joint programs have been used such as the two new programs with B.I.A. The problem most important right now is the youth situation. Something should be done on the reservation to give our youth incentive to go on to school as they are the future leaders of tomorrow. Mr. Lincoln thought the group here was of considerable assistance in bringing problems out in the open for discussion. The need for quarterly meetings, he thought, were good. Mr. Lincoln thanked the group for listening.

Mr. Gritzner announced that this was his last meeting as Executive Secretary of the Commission. Effective May 15, 1970, he was leaving the Commission and he thanked the group for working so well with him. He personally felt that his successor should be an Indian. He said his replacement would be hired by July 1, 1970. It was suggested that the next meeting should be held October 15 with the Navajo Tribe's Employment and Personnel as hosts and sponsors. Place of the meeting will be announced. It was the consensus of those present, that the next meeting will be to explore the reorganization of the Inter-Agency (Meeting) Committee for the purpose of evaluating its goals.

Before the meeting adjourned, Mr. Gritzner was presented with farewell gifts from the active participants of these meetings to show their appreciation for the work he had done while Executive Secretary of the Commission. Dr. Bock made the presentations on behalf of the participants and said that "Chuck" would be missed.

The meeting adjourned at 4:55 P.M..